

FLONE INITIATIVE • 7TH ANNUAL CONFERENCE



The WTA

Women and Transport Africa

Conference

Nairobi, 2025

CONFERENCE THEME

Leading The Way, Mobility Re-imagined

Compiled conference report of the 2025 Women and Transport Africa (WTA) Conference - advancing safe, inclusive, and gender - responsive mobility across Africa.

LOCATION

Nairobi, Kenya

EDITION

2025 • 7th Conference

PREPARED BY

Flone Initiative

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INTRODUCTION

This report marks a milestone moment for the Women and Transport Africa Conference, reflecting on three days that brought together policymakers, researchers, practitioners, and grassroots leaders to reimagine mobility across the continent. Building on FLONE Initiative's work since 2019, the conference continued to advance safe, inclusive, and gender-responsive transport systems for women, youth, and persons with disabilities. We invite you to read this report to gain further insight into the conference's discussions, outcomes, recommendations, and vision for the future of African mobility.



A Message from Flone Initiative

The 2025 Women and Transport Africa Conference, themed “Leading the Way, Mobility Re-imagined,” marked the seventh convening of the Flone Initiative. Held in Nairobi from 3-5 December 2025, it brought together policymakers, researchers, practitioners, and grassroots leaders to advance inclusive and equitable transport systems across Africa - With particular attention to women, youth and persons with disabilities.

Building a socially just, gender-responsive transport and e-mobility ecosystem means recognizing women as users, workers, and leaders, and addressing the financial, cultural, infrastructural, and institutional barriers that hold them back. Inclusive, safe, and accessible transport benefits everyone - women, men, children, youth, persons with disabilities, and the elderly. Africa’s mobility future depends on context-specific, community-driven, climate-aligned solutions that reflect lived realities, uphold dignity, and prioritize equity.

“Africa’s mobility future depends on context-specific, community driven, climate-aligned solutions that reflect lived realities, uphold dignity, & prioritize equity,”

In his opening remarks on behalf of FLONE Initiative Founder Naomi Mwaura, Deputy Director Reuben Gachau highlighted FLONE’s work since 2019 to advance gender equality in the transport sector by building inclusive, safe, and empowered mobility systems. He noted the participation of over 2,500 women professionals nationally and regionally, and that women comprise 70% of daily mobility users ; with 80% reporting safety or mobility concerns.

He underscored FLONE’s continuing commitment to strengthening workforce inclusion, promoting women as both passengers and leaders, redesigning transport services around women’s needs, supporting women-led innovation, and ensuring equal opportunity across the sector.

PARTNERS

VREF
AAR
ICEA Lion
UNEP
GIZ Kenya through the Promotion of Electric Mobility in Kenya
ITF



Implemented by:



Setting the Agenda for Inclusive Mobility

Objectives

- Address safety, inclusion, and accessibility challenges in Kenya's transport sector particularly for women, persons with disabilities, and other vulnerable road users.
- Share practical interventions, cross-country experiences, and evidence-based insights for gender-responsive, socially just transport planning.

Cross Cutting themes

Cross-cutting themes are key principles that guide the development of inclusive, sustainable, and resilient transport systems. They ensure that transport policies and initiatives promote safety, accessibility, gender equality, climate action, innovation, and equitable access for all users.



Stakeholder Landscape

- Government agencies - NTSA, Directorate for Gender, county transport committees.
- Transport operators and unions.
- Civil society organizations, including Flone Initiative and ACE Mobility.
- Private-sector e-mobility providers - E-Bee, Ampersand, Ewaka, BasiGo.
- Academia, researchers, and international partners from Mozambique, India, Ghana, and Rwanda.

Strategic Recommendations

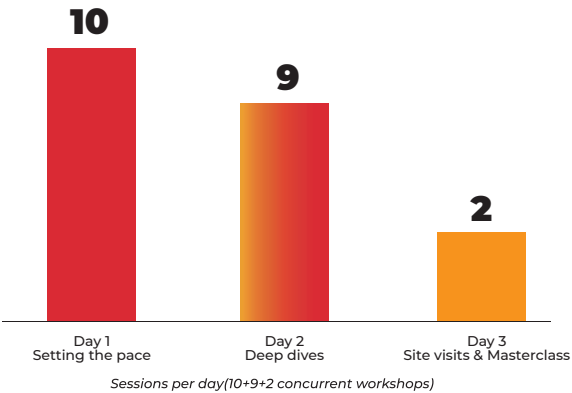
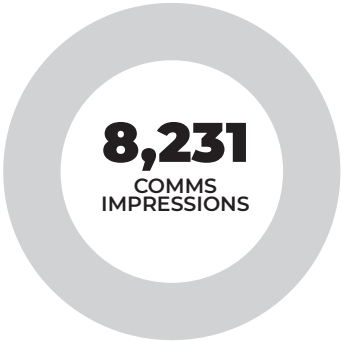
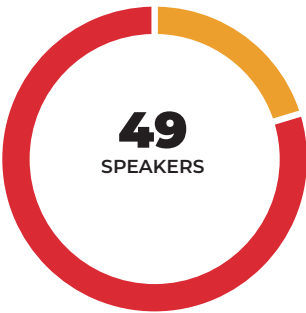
- Develop and implement a Socially Just Public Transport strategic plan, embedding participatory planning, multi-sectoral collaboration, gender-sensitive financing, and the voices of women and persons with disabilities.
- Prioritize inclusive infrastructure, mentorship, leadership development, and e-mobility initiatives to advance safety, equity, and economic opportunity.



Highlighted Outcomes

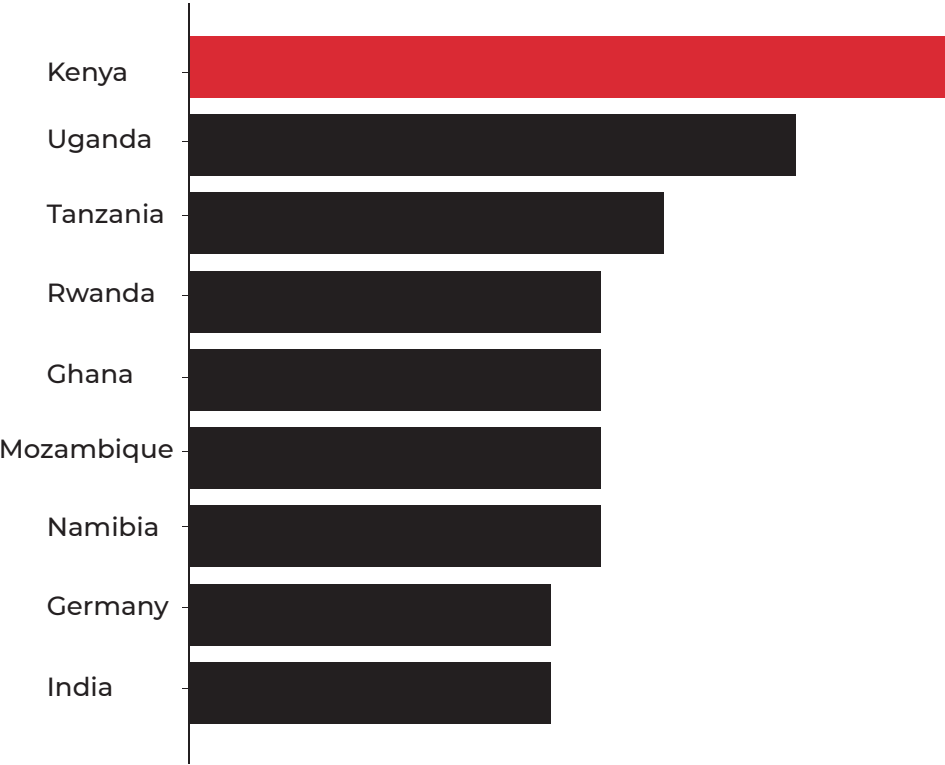
- Increased stakeholder awareness of the challenges facing women, persons with disabilities, and vulnerable road users.
- Shared best practices from national and international case studies — including Tanzania's Pink Bajaji Initiative and Nairobi's e-mobility programs.
- Strengthened networks and partnerships across government, civil society, and the private sector.

Conference at a Glance



A Continental & Global Conversation

Delegates travelled from nine countries across Africa, Europe, and Asia, reflecting the truly cross-regional nature of mobility and gender-inclusion agenda.



LIST OF ACRONYMS

AIDS

Acquired Immune Deficiency Syndrome

ART

Anti-Retro Therapy

ASANRA

Association of Southern African National Road Agencies

BRT

Bus Rapid Transit

CCTV

Closed-Circuit Television

CRUT

Capital Region Urban Transport

CTSC

County Transport and Safety Committee

E-Mobility

Electric Mobility

EV

Electric Vehicle

EVC

Electric Vehicle Charging Infrastructure

FIA

Safetipin Foundation Handbook (as per note)

GBV

Gender-Based Violence

GPS

Global Positioning System

HIV

Human Immuno-Deficiency Virus

HQ

Headquarters

ICE

Internal Combustion Engine

ILO

International Labour Organisation

ITF

International Transport Workers' Federation

JKIA

Jomo Kenyatta International Airport

KeNHA

Kenya National Highways Authority

KES

Kenyan Shillings

KBS

Kenya Bus Service

KARA

Kenya Alliance of Residents Association

KMTC

Kenya Medical Training College

KURA

Kenya Urban Roads Authority

MIT

Mother-to-Child Transmission

MKU

Mount Kenya University

MOH

Ministry of Health

MOUs

Memorandums of Understanding

MVAF

Motor Vehicle Accident Fund

Namata

Nairobi Metropolitan Area Transport Authority

NGEC

National Gender & Equality Commission

NMT

Non-Motorised Transport

NMTS

Non-Motorised Transport Systems

NTSA

National Transport and Safety Authority

OEMS

Original Equipment Manufacturer

OVAH

Our Voices Against Harassment

PAAPAM

Pan-African Action Plan for Active Mobility

PBI

Pink Bajaji Initiative

PEP

Post-Exposure Prophylaxis

PPE

Personal Protective Equipment

PrEP

Pre-Exposure Prophylaxis

PRISM

Partnership for Research on Informal and Shared Mobility

PWDS / PWDs

Persons Living with Disabilities

PPP / PPPs

Public-Private Partnerships

SACCO / SACCOs

Savings and Credit Co-operatives

SADC

Southern African Development Community

SDGs

Sustainable Development Goals

SGR

Standard Gauge Railway

SGBV

Sexual and Gender-Based Violence

SJPT

Socially Just Public Transport

SSATP

Sub-Saharan Africa Transport Policy Programme

SSA

Social Security Administration

STEM

Science, Technology, Engineering, Mathematics

STI

Sexually Transmitted Infections

TVET

Technical and Vocational Education and Training

TWGs

Technical Working Groups

U=U

Undetectable = Untransmittable

UNEP

United Nations Environment Programme

USIU

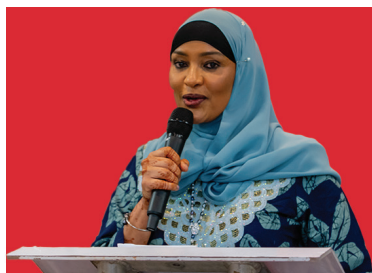
United States International University-Africa



DAY 1

Setting the Pace

Keynote Speeches



*Transport is more than a means of movement
it is an enabler for economic Multi-Sector
Partnerships, participation, social inclusion &
dignity especially for women & girls*

Hon. Rehema Jaldesa, Chairperson NGEC

Hon. Rehema Jaldesa, Chairperson of the National Gender and Equality Commission (NGEC), highlighted the persistent challenges facing Kenya's transport sector, noting that many commuters particularly women, persons with disabilities, and other vulnerable groups continue to experience unsafe and unequal mobility. She pointed to widespread violence and harassment in public transport, limited accessibility, and the ongoing underrepresentation of women in transport leadership and decision-making.

She emphasized that these challenges are further compounded by gender discrimination and systemic inequalities, which continue to limit equal access to opportunities and essential services. According to her, mobility should be viewed as a fundamental right that enables participation in economic, social, and community life.

Hon. Jaldesa called for the development of transport systems that are affordable, safe, accessible, and inclusive for everyone. She stressed the importance of ensuring that transport policies and infrastructure respond to the diverse needs of all users, particularly those who have historically been excluded.

She also advocated for mentorship and capacity-building opportunities that would empower women and marginalized groups to take up leadership roles within the transport sector. In addition, she urged the government to establish an inclusive policy framework that integrates gender equality and accessibility into transport planning and implementation.

Recognizing that meaningful change requires collective effort, she encouraged stronger collaboration among government institutions, transport authorities, civil society organizations, researchers, and development partners. She also highlighted the important role of institutions such as NaMATA in shaping integrated and people-centered transport systems.

Hon. Jaldesa commended the Flone Initiative for its continued efforts in advancing gender equality and promoting safer, more accessible mobility. She concluded by reaffirming that building a transport system founded on dignity, inclusion, accessibility, and equity is essential, as mobility directly influences people's ability to access education, healthcare, employment, and other essential services.

Mobility is more than movement, it is the bridge to opportunity, dignity, and equal access for all.



We must acknowledge that for millions of women transport is not just about convenience it's an issue of justice, opportunity, dignity & much more

Hon. Martha Wangari Karua, SC

Hon. Martha Karua emphasized that transport is far more than a means of moving people from one place to another; it is a matter of justice, equity, dignity, and national development. She noted that access to education, healthcare, employment, and other economic opportunities depends on the availability of a safe, reliable, and inclusive transport system.

She underscored that transport is not gender-neutral, pointing out that many women experience harassment and insecurity while using public transport. Citing that nearly half of women face harassment in matatus, she observed that many are forced to make constant "safety calculations" before and during every journey, while gender-based violence in transport remains normalized and inadequately addressed.

Hon. Karua explained that unsafe transport systems continue to exclude women and other vulnerable groups from fully participating in social and economic life. She added that weak enforcement of existing laws allows violence, discrimination, and exclusion to persist, while poor lighting, unsafe walkways, and inaccessible facilities compromise the dignity and safety of commuters.

She called for stronger action to address these challenges through widespread public sensitization on gender-based violence, enforceable safety policies, and mandatory accessibility standards for persons with disabilities. She also emphasized the importance of regular data collection and greater transparency to inform evidence-based transport planning and accountability.

Highlighting the importance of inclusive decision-making, Hon. Karua stressed that women must be at the center of transport planning and policy discussions. Echoing the saying, "*the wearer of the shoe knows where it hurts*," she urged leaders to listen to the lived experiences of those most affected when designing solutions.

She concluded by calling on both county and national governments, together with transport stakeholders, civil society, and development partners, to confront systemic failures through intentional planning, mentorship, and sustained action. She emphasized that only through courageous and accountable leadership can Kenya build a transport system that is safe, inclusive, and equitable for all.

Transport is not just about moving people; it is about ensuring every person can move with safety, dignity, and equal opportunity.

Session 2: Enhancing Data and Technology to Enhance the Experience for Transport Workers

The presenter highlighted the role of data and technology in improving the experiences of women transport workers, emphasizing that genuine progress requires not just commitment but concrete policies, accountability, and sector-wide collaboration.

She showcased global initiatives supporting women such as licensing and skills programs, awareness campaigns, safety apps, helplines, data heat maps, and progressive government policies in India and Pakistan while noting that women remain severely underrepresented, making up less than 1% of transport gig workers despite comprising a flexible workforce navigating cultural constraints.

Key challenges:

- Inadequate facilities in public transport and gig work environments
- High levels of harassment and safety risks
- Limited smartphone ownership among women
- Financial exclusion and restricted access to credit and services
- Algorithmic bias within digital and gig platforms
- Lack of gender-disaggregated data for informed planning and decision-making

Key recommendations:

- Strengthen physical safety for women workers
- Expand foundational and financial support mechanisms
- Increase access to digital tools and targeted training
- Address and reduce algorithmic bias in mobility platforms
- Enforce legal and regulatory protections for women
- Ensure meaningful representation of women in decision-making processes
- Design mobility systems that reflect women's lived realities
- Promote dignity, equality, and equal opportunities for all women workers



Rithvika Madhumal Rajiv, Assistant Programme Manager at Safetipin, India

Breaking Barriers: Women Leading in Transport

Moderator: Lucy Kihonge - Flone Initiative Trust

Lucy Kihonge of Flone Initiative Trust emphasized the urgent need to eliminate gender-based violence (GBV) in Kenya's public transport sector and create an environment where women can travel and work with dignity, safety, and confidence. She noted that persistent violence, discrimination, and weak institutional responses continue to undermine women's rights and limit their participation in the transport industry.

Key challenges undermining women's rights included:

- Lack of effective and accessible reporting channels for women
- Persistent sexual harassment within the transport sector
- Ongoing discrimination against women
- Gaps in policy frameworks and weak industry formalization

Presenting findings from a public transport survey, Lucy Kihonge revealed that 72% of users mostly aged (25–34) have experienced harassment, particularly in buses and bus parks during afternoon and evening hours. However, many incidents go unreported due to fear, stigma, and ineffective reporting systems, despite some SACCOs introducing complaint mechanisms.

Key recommendations included:

- Establish Sexual and Gender-Based Violence (SGBV) committees across all SACCOs
- Train transport operators and women workers on SGBV prevention and response
- Recognize and strengthen the role of SACCOs in ensuring nighttime safety
- Enhance coordination and collaboration between SACCOs and government agencies

The session also featured a panel discussion on the lived experiences of women in public transport, moderated by Lucy Kihonge. Panelists included Felistas Katanu (Chairlady, WIT Machakos), Alice Wangeci (Female Bodaboda Rider), Esther Wanjiru (Female Bus Driver), and Regina Orina (Female Conductor).

The panel highlighted challenges including harassment by drunk drivers, disrespect and exploitation of women, pressure to "camouflage" themselves to avoid harassment, and discrimination, low pay, and limited support for women workers. To address these issues, panelists called for stronger gender-responsive policies and legal protections, safer reporting mechanisms, improved workplace safety, fair pay and decent working conditions, increased women's leadership, expanded mentorship opportunities, and greater institutional accountability. Inaccessible facilities compromise the dignity and safety of commuters.



The Spotlight Presentation: Strengthening Multi-Sectoral Collaboration to Enhance Road Safety Data

Presentation moderated by **Mary Abungu of SUMO Africa** emphasized the need to strengthen road safety in Africa by improving the quality, coordination, and use of road safety data through robust multi-sectoral collaboration.

She highlighted that effective road safety is integral to sustainable mobility and must be guided by accurate, harmonized data.

CHALLENGES

- Fragmented data systems
- Lack of standardized reporting protocols
- Weak monitoring and evaluation mechanisms
- Poor integration of information from key sectors, including police and health services

These gaps particularly obscure the risks faced by vulnerable road users like pedestrians and cyclists, while crash investigations often default to a *“blame game”* instead of assessing infrastructure safety and systemic failures.

RECOMMENDATIONS

- Bridge data gaps by mapping stakeholders, strengthening data management systems, addressing legal and technological barriers, & enhancing institutional cooperation
- Establish a national technical working group to coordinate road safety & data initiatives
- Strengthen policy and legal frameworks to support data sharing, reporting, & accountability
- Adopt and scale the use of digital platforms for data collection, management, & analysis
- Integrate health, transport, and road safety datasets for evidence-based decision-making
- Increase engagement and data contribution from the private sector
- Align all initiatives with the National Road Safety Action Plan (2024–2028)
- Secure commitment from KeNHA and NTSA to convene national workshops for coordination and capacity building
- Streamline and improve coordination of national road safety activities across institutions

Nairobi County Transport & Safety Committee (CTSC) Initiatives

The Nairobi County Transport and Safety Committee (CTSC) serves as a coordination platform bringing together key transport-sector stakeholders to advance road safety, policy implementation, public engagement, and infrastructure improvements.

A major concern highlighted is pedestrian safety, as pedestrians account for the highest number of road fatalities in Nairobi; efforts are now shifting toward safer crossings, improved pedestrian infrastructure, awareness campaigns, and addressing risky road-crossing behaviours.

Urban design measures include reclaiming public spaces from encroachment, expanding non-motorised transport systems such as footpaths, cycle lanes, and tactile paving, and adopting universal design for accessibility.

However, implementation faces challenges from social pressures, economic constraints, political resistance, and conflicts involving hawkers, shop owners, and motorists.

Sector-Specific Measures and Inclusion Efforts

CTSC initiatives also focus on regulating the boda boda sector through structured registration, SACCO membership, leadership frameworks, and safety enforcement, supported by ongoing public sensitization.

Digital cab drivers, represented by Agnes Mwongera, raised welfare and safety concerns, including the lack of sanitation facilities, the need for baby-care and breastfeeding spaces, and safer resting points along highways.

Proposed solutions include modernized highway amenities, better-managed urban facilities, and piloting improved infrastructure at Machakos Country Bus Station.

The committee further emphasized inclusive planning for Persons with Disabilities (PWDs), reinforcing the principle that designing for PWDs benefits all road users.

Data-Driven Road Safety and Additional Observations

A structured monitoring framework is used to identify and address road-crash black spots, relying on four pillars aligned with the National Road Safety Action Plan (2024–2028) to ensure agency accountability and data-driven interventions.

Public awareness emerged as a recurring theme, particularly in shaping safer road user behaviour and highlighting gaps in existing pedestrian facilities, including sanitation, resting booths, and breastfeeding areas.

Overall, the notes underscore the importance of coordinated planning, inclusive design, and systematic data use to build a safer, more accessible transport environment in Nairobi.

Presentation moderated by **Mary Abungu** of SUMO Africa emphasized the need to strengthen road safety in Africa by improving the quality, coordination, and use of road safety data through robust multi-sectoral collaboration.

She highlighted that effective road safety is integral to sustainable mobility and must be guided by accurate, harmonized data.

Panelists

- *Boniface Otieno, a traffic police officer*
- *Eng. Hekandjo Palesa from the Roads Authority of Namibia*
- *Sarah Muthoni Kamau - APWD*
- *Abigael Muigai - Senior Officer Network Management*
- *Ephraim Opuge - KENHA*
- *Eng. Moses Kuyiki - Clty County of Nairobi*
- *Eng. Christine Ogut - NTSA*

Road safety data gaps & systems

- Significant disparities exist in global health and road safety data, despite perceptions that current data is adequate.
- Fragmented sources (P4I police forms, insurance records, police and health reports) create inconsistencies that hinder effective interventions.
- The new Crash Data System is expected to improve multi-agency data collection and clarify protocols, especially between the Ministry of Health and other departments.
- Access to crash data remains restricted due to data protection and security policies.



Emergency response & Compensation challenges

- Police officers are trained as first responders, supported by over 9,000 KMTTC students trained through multi-agency programs.
- Delays at crash scenes continue to undermine emergency response effectiveness.
- Insurance compensation is affected by inconsistent information between complainants and police records.

Governance, capacity building & Awareness

- Need for wider stakeholder training, particularly targeting boda boda operators.
- Nairobi County's road safety committee now includes representation from all sectors, including persons with disabilities (PWDs).
- Pedestrian fatalities exceed passenger deaths, driven by risky behaviors such as jaywalking and misplaced confidence in road safety.
- Strong recommendation for intensified public awareness campaigns targeting pedestrians, boda boda riders, and passengers.

Four-pillar road safety monitoring framework

- A comprehensive four-pillar framework assigns clear responsibilities to agencies with built-in accountability.
Data is used to identify black spots with high crash frequency.
- In Namibia, police manage national crash data, while the Motor Vehicle Accident Fund (MVAf) conducts post-crash analysis, victim compensation, and medical funding.
- Regional harmonization across SADC states is coordinated by ASANRA to align policies and implementation.

Inclusion and vulnerable users

- Accident investigations still generate weak data on pedestrians and cyclists due to non-standardized reporting.
- Conflicting laws and institutional fragmentation reduce transport sector efficiency.
- Women with disabilities face disproportionate barriers, including boarding difficulties, higher transport costs, and harassment.
- Call for inclusive consultative forums to ensure transport policies address the rights and needs of PWDs.

Public transport reforms in Nairobi Metropolitan Area

- Reforms focus on an integrated, safe, and people-centered system anchored by the BRT network.
- Planning prioritizes the majority of commuters: 40% pedestrians and 40% public transport users.

Five BRT lines proposed:

- Line 1: Feasibility studies complete
- Line 2: Partially constructed
- Line 3: Fully electric design
- Lines 4–5: Early planning, with major construction expected from 2024–2025
- Supporting infrastructure includes bus terminals, last-mile connectivity, and non-motorised transport facilities.
- Workforce reforms introduce regulated 8-hour shifts and professionalized training.
- Multi-county collaboration led by NaMATA, with KURA and KENHA supporting infrastructure development.

Infrastructure, planning & implementation challenges

- Kenya's National Trunk Road Master Plan (Vision 2075) has strong designs but weak implementation due to budget constraints, land issues, and regulatory gaps.
- Financing, land acquisition, and inclusive infrastructure for PWDs remain major barriers.
- Road audits and crash data guide safety interventions such as signage, rumble strips, and hazard warnings.
- Public awareness remains low, leading to underuse of facilities like footbridges.

County-level road safety initiatives

- Nairobi County's Transport and Safety Committee coordinates policy, infrastructure, and public engagement.
- Focus on reducing pedestrian fatalities through safer crossings, expanded NMT, and awareness campaigns.
- Boda boda regulation includes registration, SACCOs, leadership structures, and safety standards.
- Digital cab drivers highlighted the need for sanitation, baby-care spaces, breast-feeding booths, and gender-sensitive facilities.
- Inclusive planning guided by the principle: *"If you plan for PWDs, you plan for everyone."*

UNEP Session: Innovative, Inclusive & Gender-responsive Financing for Active mobility in Africa

Moderator: Eng. Hekandjo Palesa

Panelists

- Carly Gilbert-Patrick - UNEP
- Henry Ochieng' - KARA
- Betty Kanyiri - the State Department for Gender & Affirmative Action

The Pan-African Action Plan for Active Mobility (PAAPAM) emphasizes walking and cycling as central pillars of sustainable and inclusive transport systems. It highlights that over one billion people globally rely on active mobility, with African users predominantly comprising women, children, and approximately 13% persons with disabilities. Despite this high dependence, active mobility receives only 1–2% of transport budgets, while Africa continues to experience the highest road fatality rates, particularly among pedestrians and cyclists. The plan identifies major barriers to effective implementation, including infrastructure gaps, chronic underfunding, logistical challenges, and uneven progress across 54 countries.

PAAPAM's objectives focus on accelerating the provision of safe, accessible, and comfortable walking and cycling infrastructure, embedding active mobility within national and local transport policies, addressing the specific needs of women, children, Persons with disabilities, and other vulnerable groups, and promoting affordable and equitable non-motorized transport (NMT) options. By prioritizing these goals, the plan aims to create safer, more inclusive, and sustainable transport networks across Africa.

Emphasized guiding principles

- Safety, accessibility, comfort, equity, and inclusion
- Sustainability and cost-effectiveness
- Strong multi-sectoral collaboration for planning, enforcement, and implementation

Highlighted critical gaps in financing, planning, & Community participation

- Minimal and misaligned funding due to weak community-level data
- Limited use of evidence-based planning and budgeting
- Lack of formal frameworks for meaningful community and residents' association participation

Implementation challenges

- Community audits identify gaps but are underutilized during implementation
- Budget allocations often fail to reflect on-the-ground realities
- Gender considerations, especially for girls and vulnerable groups, are poorly integrated
- Planning processes dominated by professionals, limiting genuine community decision-making

Stressed safety challenges for women & girls

- Harassment, assault, poor lighting, and unsafe routes restrict mobility, education, and economic participation
- Unsafe walking routes for school and household activities remain common
- Gender-sensitive and safe road designs are inadequately implemented

Recommendations

- Increase and ring-fence funding for walking, cycling, and NMT infrastructure
 - Strengthen community advocacy and formal participation frameworks
 - Integrate gender-responsive and community-driven approaches in planning and budgeting
- Design inclusive infrastructure with dedicated walking and cycling lanes
- Improve data generation from communities to guide policy and investment decisions
 - Enhance accountability through participatory monitoring and multi-stakeholder partnerships

Walking the talk: Designing and operating inclusive public transport

Moderator: Dr. Charity, Associate Professor - USIU

Panelists

- **Magdalene Nduta**, a civil engineer and lecturer
- **Ndanu Kimatu**, a Persons with disabilities student at Mount Kenya University
- **Santa Mukhabana** - Administrator, Kenya Bus Services (KBS) Driving School

1. Planning and Infrastructure Gaps

- Engineering and infrastructure designs often overlook the needs of Persons with disabilities.
- Transport planning rarely includes Persons with disabilities in decision-making, leading to neglected first- and last-mile connectivity.
- Ignorance among planners, engineers, and operators, coupled with treating accessibility as optional, creates inefficiencies and additional retrofitting costs.

Recommendations

- Develop checklists for inclusive infrastructure.
- Reframe accessibility as a core requirement in transport systems.
- Adapt vehicles and facilities to ensure safe and independent use for all.
- Embed Persons with disabilities inclusion as a fundamental right across all stages of planning and implementation (Nduta).

2. Challenges Faced by People with Walking Impairments

- Safety concerns and psychological stress from navigating unsafe vehicles and infrastructure.
- Physical barriers include obstructed sidewalks, steep ramps, narrow doors, and inaccessible vehicle layouts, increasing fatigue.
- Social barriers include stigma, discrimination, and harassment from operators and fellow passengers.

- Poor transport design, such as poorly located drop-off points and lack of shelters, further limits accessibility.
- Over 90% of Persons with disabilities in Nairobi rely on matatus, which rarely provide ramps or wheelchair spaces (Kimatu).

Recommendations

- Recognize accessibility and inclusion as fundamental rights.
- Promote inclusive planning and equitable decision-making.
- Engage organizations like Flone Initiative and ACE Mobility to improve safety, dignity, and participation.

3. Operational Practices and Challenges

- Kenya Bus Services (KBS) has standard operating procedures and internal staff training, but enforcement of inclusive practices remains inconsistent.
- Bus design issues include the shift from two-door to one-door buses, non-compliant bus stages, and lack of ramps.
- Crowding and unsafe conditions exacerbate accessibility challenges for Persons with disabilities.

Ongoing interventions & Call to action

- Integrate accessibility into BRT and public transport systems.
- Improve bus termini and mobility-friendly infrastructure.
- Train staff on inclusion, consent, and passenger needs.
- Raise awareness of mobility challenges faced by vulnerable groups.
- Strengthen stakeholder collaboration on inclusive transport.
- Commit to safe, equitable, and inclusive mobility for all.

A large group of people, mostly Black, are posing for a group photo in front of a modern building with a glass facade. The group is arranged in several rows, with some people kneeling in the front. They are wearing various casual and semi-formal clothing. Behind them are several large banners or posters. One banner on the left has a map of Africa and the text 'FREDERICK STAFF'. Another banner in the center features the logos of the United Nations and the African Union. A banner on the right has the text 'WORKERS RIGHTS IN'. The building behind them has a grid-like pattern of windows and is partially covered by a red overlay on the left side of the image.

DAY 2

Deep dives & Collaborative Actions

Baseline Report on Status of Vulnerable Groups in Public Transport



Eng. Kamami Musyoka - Chief Mechanical, Transport & Energy Engineer, Makueni County Government, presented findings from a baseline study in Makueni County on public transport challenges affecting vulnerable groups, including women, children, elderly commuters, boda boda operators, and persons with disabilities.

The study, prompted by a sexual harassment incident involving touts, highlighted women's safety concerns; 53.6% travel in groups, 59% report harassment, and clothing adjustments are made for safety.

Children face unsafe crossings, hidden signage, and gendered school schedules, while Persons with disabilities encounter inaccessible transport designs, cultural stigma, and difficulties reaching pick-up points.

Challenges

- Traffic congestion across urban transport networks
- Weak gender inclusion and representation in the transport workforce
- Limited capacity and resources within SACCOs
- Poor coordination between transport-related departments and agencies
- Delays in reporting and responding to transport incidents

“Creating a safer and more efficient transport system requires stronger coordination, greater inclusion, and sustained investment in institutional capacity.”

Recommendations

- Promote civic education and behavior-change initiatives to improve road safety and compliance.
- Implement and enforce county and national policies, including the Social Protection Bill 2025, NMT Policy, Public Transport Policy, and Gender and Inclusion frameworks.
- Design inclusive transport infrastructure with features that accommodate persons with disabilities.
- Address key questions on women's participation in transport operations and mechanisms for assessing harassment.
- Explore the use of Public-Private Partnerships (PPPs) to enhance service delivery and infrastructure development.
- Strengthen regulation of Probox vehicles and boda boda SACCOs to improve safety, accountability, and operational standards.

Conclusion

Makueni County responses emphasized ongoing PPP projects, prioritization of women in vacancies and internships, policy development to regulate transport modes, and noted challenges in addressing harassment and alternative transport options.

HIV/AIDS & GBV Awareness

HIV is a virus that attacks the immune system, primarily CD4 cells, and untreated infection progresses to AIDS. Transmission occurs through blood, sexual fluids, and breastmilk.

Global targets aim for 95% awareness of status, 95% on ART, and 95% viral suppression. In Kenya, 1.3 million people live with HIV, with higher prevalence among women (4.12%) than men (2%) and an alarming 19% increase in new infections in 2024, particularly in Nairobi.

Mother-to-child transmission can be drastically reduced with ART during pregnancy, delivery, and breastfeeding. Key risk factors include unprotected sex, multiple partners, untreated HIV-positive partners, needle sharing, and occupational exposures.

Early infection symptoms include fever, rash, sore throat, swollen glands, and fatigue. Testing methods include antibody tests, nucleic acid tests, and antigen/antibody (p24) tests.

Treatment with ART suppresses the virus, and undetectable viral loads (U=U) prevent sexual transmission.

Prevention strategies include PrEP, PEP, condom use, STI management, safe injections, and education programs.

Gender-Based Violence (GBV) remains a significant concern, driven by rigid gender norms, with sexual, physical, and cultural violence (e.g., FGM) disproportionately affecting women. GBV increases HIV vulnerability through forced sex and limited negotiation power.

KEY DISCUSSIONS

- Media engagement to enhance awareness and public education
- Addressing the rising cases of femicide through prevention and response measures
- Discussion on PrEP and ART side effects and their impact on adherence
- Safe infant feeding practices, including exclusive breastfeeding guidance
- Strengthening GBV support systems, reporting, and survivor services

RECOMMENDATIONS

- Youth sensitization programs to raise awareness on transport and social issues
- Promotion and support for exclusive breastfeeding initiatives
- Addressing challenges in securing and managing donor support
- Implementation of legal and stakeholder interventions to improve protections
- Toll-free reporting mechanisms for Gender-Based Violence (GBV)
- Advocacy for adoption of international standards, including ILO Convention C-190 on violence and harassment in the workplace

Video Play & Presentation Concerning Women in Transport Unions & Gender Equality

Phoebe Okoth, Women Coordinator for Eastern and Southern Africa at the International Transport Workers' Federation (ITF), highlighted the vulnerability of women in the transport sector, particularly regarding workplace harassment and gender-based violations.

Women remain significantly underrepresented in transport unions, constituting only 10% of members and rarely occupying leadership roles. ITF, founded in 1896 and representing 16.5 million transport workers across 150 countries, advocates for safe rates, collective bargaining, and global labour influence, aiming to strengthen women's rights, representation, and safety across all transport modes.

Recommendations towards achieving gender equality:

- Women's participation in decision-making processes
- Prioritization of worker wellbeing and occupational safety
- Strengthening social protection systems
- Improved access to technology for women
- Conducting gender impact assessments in policies and programs
- Provision of safe and adequate sanitation facilities
- Access to appropriate personal protective equipment (PPE)
- Implementation of gender-responsive economic policies



Panel Discussion: **Voices On The Move - Women's Leadership & Solidarity In Transport**

Moderator: Phoebe Okoth, Women Coordinator For Eastern And Southern Africa At The International Transport Workers' Federation (ITF)

PANELISTS

Catherine Musa, a member of the Kenya Truck Drivers and Allied Workers Union
 Agnes Gacheri Mwonger, director of Women affairs & Digital Cab Drivers Rep at the ITF
 Judith Nafula, Vice Chair - Africa Railway, ITF and Organising Secretary - Railway Workers Union
 Pamela Wangari, Member of the Matatu Workers Union

Challenges Women face in Transport as drivers/conductors

Infrastructure and Hygiene:

- Lack of toilets and bathrooms along routes.
- Difficulty maintaining hygiene during long trips.
- Privacy concerns arising from in-cab cameras.

Personal and Professional Barriers:

- Initial hesitance to join the transport industry; overcoming fear and gaining confidence was key to later advocacy.
- Gender imbalance in a male-dominated sector limits opportunities and representation.
- Economic hardship often pushes women into informal or male-dominated roles within the transport sector.

Leadership and Advocacy:

- Despite initial challenges, she became active in mobilizing colleagues to join the ITF trade union movement, highlighting the importance of support networks and collective action.

Recommendations

- Strengthen women's representation across all levels of the transport sector.
- Support and mentor women to pursue leadership positions.
- Advocate for the ratification and implementation of ILO Convention 190 to address workplace harassment.
- Encourage more women to join and thrive in the industry.
- Promote a balanced approach for success, combining confidence, collaboration, and adaptability.
- Facilitate strategic networking and coalition-building to amplify women's voices.
- Develop strategies to effectively navigate systemic gender challenges in the transport sector.



Women Shaping Mobility business in Tanzania

Moderator: Juliet Rita- Flone Initiative Trust

PANELISTS

Teddy John's Presentation (OVAH – Our Voices Against Harassment)

Jackline Ringo's Story and GBV Context in Tanzania - Woman Driver in Tanzania

Challenges faced by Women in Transport

Workplace and Societal Barriers:

- Widespread sexual harassment in the transport sector, even from passengers and broader societal gender barriers.
- Cultural beliefs that transport work is unsuitable for women.
- Gender-based violence (GBV) persists, with weak policy implementation and limited trust in reporting systems, leading many survivors to avoid reporting incidents.

Operational and Safety Challenges:

- Overcrowding in matatus increases safety and comfort risks for women.
- Limited access to capital restricts women's ability to own vehicles or advance in the transport industry.

She mentioned of *The Pink Bajaji Initiative (PBI)* program started by OVAH which addresses these issues by recruiting women; especially GBV survivors offering them technical, financial, and defensive driving training, and building a supportive network through mentorship and table-banking ("kikoba") groups. The initiative also raises awareness through GBV campaigns, vehicle stickers, and reporting channels that connect survivors to emergency and legal support.

So far, 17 women have completed training, gained certification, and begun working as drivers, contributing to women-run fleets that offer safer mobility and promote economic independence. Despite progress, challenges persist due to the male-dominated nature of the sector, limited financing, and entrenched social norms.

Looking ahead, PBI aims to help women fully own their Bajaji vehicles by July 2026, strengthen community leadership among women in transport, and expand training and GBV prevention efforts to sustain long-term empowerment.

Recommendations:

- Though private sector involvement, transport support systems could strengthened. Zipporah - audience member noted that while Tanzania has GBV policies, they are poorly implemented, with slow reporting processes and limited trust in enforcement.
- Increasing women's participation through financial support for driving schools, stronger protective policies, and greater media visibility to challenge negative perceptions. Emphasis from Juliet Rita - Flone Initiative Trust
- The need for training to improve safety, service, and inclusion in transport. Observation from Winnie - audience member that community capacity-building remains limited, underscoring
- Greater consideration is needed for Persons with Disabilities
- Reinforcing the importance of addressing social attitudes
- Accessibility to achieve gender-inclusive and equitable transport systems.

Rethinking The Safe System Approach (SSA) Under Climate Pressure – *Mozambique*

Presenter: Belzenia Matsimbe - Portugal/Mozambique

She highlighted the global and African road safety crisis, noting that 1.19 million people die annually from road crashes, with Africa experiencing the highest burden.

She introduced the Safe System Approach (SSA), which treats road safety as an interconnected system management, infrastructure, vehicles, users, and post-crash response where a single weak element can cause failure, especially for vulnerable groups whose risks are worsened by climate change.

Real-life examples illustrated how inadequate infrastructure immobilizes people like moto-taxi riders, market workers, and students with disabilities.

She outlined priority actions for 2025–2030, including safer infrastructure, climate-resilient planning, stronger data and monitoring, technical capacity-building, and sustainable financing. Implementation must be context-specific for Africa, grounded in strong institutions, integrated data, and social and climate equity.

During the Q&A session, Barbara from Uganda inquired about accessing the presentations on women in transport, while another participant asked how external factors like climate and social conditions are integrated with internal factors such as infrastructure, vehicles, and management.

In response, *Belzenia Matsimbe* emphasized that effective implementation of the Safe System Approach (SSA) depends on adequate financing, stakeholder collaboration, and contextual adaptation. She noted that climate change amplifies vulnerabilities, necessitating interventions that prioritize vulnerable users, target geographic hotspots, and focus on simple, scalable solutions.



Enhancing Young Women's Mobility in Indian Cities

Presenter: Rithvika Madhummal Rajiv - Asst. Program Manager Safetin



CHALLENGES FACED BY YOUNG WOMEN IN URBAN AREAS

- Low participation of women in the transport system
- Longer travel times for women
- Limited and unreliable transport options
- Heightened safety risks due to harassment
- Restrictive social norms affecting mobility
- Affordability barriers to safe transport

In Delhi, for example, 55% of young women walk, and bus travel is free for certain groups, but last-mile connectivity remains poor.

Initiatives such as the FIA Foundation Handbook, CRUT & Jagori programs, and the Mysafetipin app aim to promote gender-sensitive training, involve vulnerable populations, and conduct safety audits to inform government action.

Policy and implementation gaps include insufficient gender-disaggregated data, weak stakeholder coordination, and limited women's representation in transport leadership. Technological interventions like GPS and CCTV help but cannot fully ensure safety, leading women to prefer traveling in groups.

Voices from the ground, like Seema, illustrate the practical, social, and psychological barriers that constrain mobility and limit access to education, work, and personal growth.

KEY RECOMMENDATIONS

- Increasing women's participation in transport planning and the workforce
- Enforcement of gender-sensitive transport policies
- Enhancement of safety infrastructure
- Improvement of last-mile connectivity
- Capacity-building and advocacy to promote safe and independent urban mobility

Advancing Gender Inclusive business models in africa E-Mobility transtion.

Presenter: Ariadne Baskin of UNEP's Sustainable Mobility Unit Gender-Responsive Transport Planning in Africa

1. Critical Need for Gender-Responsive Planning

- Transport systems have historically centered on male travel patterns.
- Limited access, safety, and opportunities for women, children, persons with disabilities (PWDs), and marginalized groups

2. Workforce Disparities and Systemic Barriers

Women are vastly underrepresented in transport roles:

- 99% of boda boda riders and minibus drivers in Uganda are men.
- Similar disparities in mechanics and engineering positions.

Systemic barriers include:

- Harassment and social norms.
- Lack of skills and training.
- Inadequate infrastructure and unsafe working conditions.

3. Opportunities in Africa's E-Mobility Transition

- Embed gender equity from the outset of the e-mobility shift.

Recommended strategies:

- Integrate gender into national transport and climate policies.
- Build institutional capacity for gender-responsive planning.
- Provide gender-responsive financing and incentives.
- Expand skills development and STEM training for women.
- Create safe workplaces and improve infrastructure (lighting, sanitation, security).
- Promote women-centered business models, e.g., EV fleets and repair services.

4. Broader Benefits of Gender-Inclusive Transport

- Drives economic growth and urban sustainability.
- Contributes to poverty reduction.
- Enhances safety for all transport users.
- Designing transport with women in mind ultimately benefits everyone.



Gender-Responsive Financing & Barriers Facing Women in Nairobi's Transport and E-Mobility Sector

Presenter: Evans Sumba - Program officer, Flone Initiative

1. Structural and Financial Barriers

- High deposits and opaque financing structures limit access to 2- and 3-wheelers.
 - Digital exclusion and collateral requirements restrict women from formal financing channels.
- Weak enforcement of women's rights further constrains participation in e-mobility.

2. Social and Gender Barriers

- Exposure to sexual and gender-based violence.
- Cultural norms discouraging female participation in transport roles.
- Menstrual health management challenges affecting attendance and productivity.
- Exclusion from vehicle design and operation decisions.
- Risks of theft and safety concerns while operating vehicles.

3. Proposed Gender-Responsive Financing Model (Flone Initiative)

- Weekly repayment schedules and capped interest rates.
- Flexible financing terms and credit guarantees.
- Bundled support services including mentorship and group lending.
- Focus on 2- and 3-wheelers to leverage low capital requirements and scalable opportunities.
- Alignment with SDGs on gender equality and decent work.

4. Infrastructure and Workplace Recommendations

- Establish safe rest stops with hygiene facilities to address menstrual health-related challenges.
- Inclusive vehicle design and operational

5. Next Steps / Implementation Plans

- Conduct in-depth research on barriers and opportunities for women in e-mobility.
- Strengthen stakeholder partnerships and sector-wide commitments.
- Expand the Women in E-Mobility Program, focusing on research, skills development, and access to resources.

6. Overall Impact

- Combining gender-responsive finance, inclusive design, policy reform, and supportive ecosystems can significantly increase women's participation, ownership, and economic empowerment in Nairobi's e-mobility sector.



Panel Discussion: Advancing Gender Inclusive Business Models In Africa E-Mobility Transtion.

Moderator: Ariadne Baskin, Unep On Sustainable Mobility Unit

Panelists

- Vivian Oyugi, Head of Operations at Ampersand Kenya
- Celeste Vogel, CEO and Co-Founder of Ewaka
- Wendy Sigey, Advocacy Officer at E-bee
- Dorcus Kimotho from Basi Go

Challenges In promoting gender inclusion in E-Mobility

Physical and Technical Barriers:

- Handling heavy equipment, such as 40kg batteries in electric motorcycles.
- Perceived physical demands discourage women from technical roles.

Social and Cultural Barriers:

- Prevailing social norms around male-dominated work in transport and mobility sectors.
- Cultural stigma, e.g., bicycles viewed as “for the poor,” reducing women’s interest.
- Belief that cycling or certain transport roles are unsuitable for women.

Economic and Market Barriers:

- High cost of e-bicycles and limited affordability.
- Limited market accessibility for women-led mobility solutions.

Infrastructure and Safety Barriers:

- Unsafe cycling infrastructure in Nairobi, increasing risk for women riders.
- Need for dedicated safety measures in public transport, such as CCTV monitoring and designated seating.
- Organizational and Systemic Barriers:
 - Underrepresentation of women in technical, operational, and leadership roles.
 - Need for inclusive recruitment, training, and mentorship programs to build visibility and participation.
 - Tokenistic approaches and lack of collaborative, women-centered design in e-mobility solutions.

Intersectional Challenges:

- Gender inclusion intersects with livelihoods, climate action, urban planning, and broader social empowerment, requiring multi-sectoral coordination.



VREF Session: Inclusion Powered By Research



Dr. Ernest Agyemang from Amerisity University of Ghana highlighted the gendered challenges women face in urban mobility across the Global South, emphasizing harassment, insecurity, and safety risks in public transport.

Informal systems like matatus, trotros, and minibuses often exacerbate these issues due to the presence of “shadow boys,” weak enforcement, and fragmented management. Research on digital ride-hailing shows women primarily use these services for work trips, experience harassment or inappropriate behaviour from drivers, and prefer back-seat travel, while men's use is often recreational.

Dr. Agyemang underscored the need for collective awareness of safety risks, strong driver verification, rapid reporting mechanisms, and victim support systems. Complementing this, the PRISM research project investigates informal and shared mobility patterns, safety concerns, and gendered experiences on digital platforms to provide data-driven guidance for safer, inclusive transport design and policy reforms.

Inclusive transport, as commented by Abigael Muigai (NaMATA) - from the audience, requires diverse decision-making spaces and a mindset shift to benefit all users.

Prof. Ernest Uwayezu of the University of Rwanda presented the ETAMAC (Equity in Transport and Mobility in African Cities) project, a multi-country initiative examining transport equity, safety, and inclusion.

The project focuses on addressing systemic inequalities affecting women, children, persons with disabilities, and low-income urban residents, recognizing that transport systems reflect broader social inequities. Its objectives include enhancing access, efficiency, safety, and health while understanding transport as primarily “popular-to-popular” movement via buses, minibuses, boda bodas, and tuk-tuks. Using a decolonial Ubuntu framework, ETAMAC emphasizes community-centered, relational, and inclusive planning that incorporates local realities, cultural contexts, and the lived experiences of vulnerable groups.

Methodologies include surveys, interviews, field observations, urban transect walks, and travel pattern mapping to capture nuanced mobility experiences. Key findings highlight the dominance of walking due to accessibility and cost, but reveal inadequate infrastructure, harassment, theft risks, and unsafe conditions that disproportionately affect women, children, the elderly, and Persons with disabilities.

ETAMAC promotes women's inclusion in transport planning through gender-responsive, community-centred policies and governance, connecting governments, academia, and communities while embracing Ubuntu principles.



Required Actions, Solutions, and Recommendations for Transforming Kenya’s Transport and E-Mobility Sector

Conference theme: "Leading the Way: Mobility Re-Imagined." Seven priority pathways to a safer, more inclusive, and gender-responsive mobility system for Kenya.

 Overview Transformation requires a safe, inclusive, and gender-responsive system; built through coordinated action across policy, infrastructure, governance, community, and workforce development.	 Who must be centered Women, persons with disabilities, and other vulnerable groups must be intentionally centered in planning, design, decision-making, and resource allocation.	 How change happens No single actor can deliver this alone; government, SACCOs, financiers, communities, and technology providers must move together.	 The standard Affordable, dignified, and enforceable safety and access; not aspirational goals, but non-negotiable baseline requirements.
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THE REIMAGINED SYSTEM

One Ecosystem, Seven Layers of Change

Every recommendation below feeds into the same everyday journey; the commuter, the boda boda rider, the pedestrian, the woman with a disability, moving safely through a connected, digital, and green transport network.



CONFERENCE OUTCOMES

The Seven Priority Recommendation Areas



Safety, protection & Enforcement

Enforceable safety policies for affordable, dignified mobility
GBV sensitization and SGBV reporting committees within SACCOs
Improved lighting, CCTV and GPS monitoring in unsafe zones
Rapid reporting and victim-support tools
Professionalized driver training and strict compliance audits



Inclusion, Accessibility & Gender-Responsive Planning

Accessibility and inclusion treated as fundamental rights
PWD standards embedded in vehicles and infrastructure
Community-centered, “leave no one behind” approaches
Women, children, the elderly and PWDs prioritized in planning
Harmonized county and national policy implementation



Infrastructure, Active Mobility & NMT Development

Safe, well-lit, protected cycle lanes and pedestrian paths
Climate-resilient transport systems
Affordable bicycles, safe crossings, functional NMT infrastructure
Cross-sector partnerships with health and security agencies
Community input to align infrastructure with real mobility patterns



Economic Empowerment, Financial Inclusion & Workforce Reform

Subsidized loans and reduced collateral for women in e-mobility
Targeted financing for 2- and 3-wheeler ownership
Regulated 8-hour shifts and improved working conditions
Professionalized driver and crew training
Support for licenses, protective gear and documentation



Capacity Building, Digital Access & Mentorship

Mentorship, internships and revised TVET curricula
Digital literacy training and affordable smartphone access
Inclusive design over tokenistic “women’s corners”
Women equipped for SACCO leadership and technical roles
Algorithmic fairness on gig and digital platforms



Governance, Policy Implementation & Collaborative Systems

Stronger stakeholder collaboration and accountability
Enforcement of existing laws and gender-responsive models
Ratification of ILO Convention C-190
Strengthened GBV response mechanisms
Inter-governmental coordination and participatory planning



Community Engagement, Civic Education & Behaviour Change

Ongoing civic education, youth engagement, behaviour-change campaigns
Community leaders empowered to advocate for transport inclusion
Support groups, legal systems and toll-free reporting lines
Stigma, safety risk and HIV/GBV intersections addressed through awareness
Harmful socio-cultural norms challenged to sustain inclusive practice



DAY 3

**Workshop &
Field Work**

Visioning to strengthen the Women in E-Mobility Network through SWOT & PESTEL Analyses.

Participants shared where they would like to visit or who they would like to be for a day, revealing personal aspirations, family connections, and moments of escapism.

In the opening discussion, participants shared personal reflections on travel and identity. When asked about places they would like to visit, most chose locations connected to family or cultural experiences, including towns and villages across Kenya and Rwanda, as well as specific destinations like Kigali, Narok, and Kisumu.

Some sought relaxation and leisure, while others were motivated by curiosity or professional interests, such as exploring public transport systems or farming.

On the question of who they would like to be for a day, responses reflected admiration, empathy, and aspiration: participants expressed a desire to embody influential or inspiring figures ranging from “the people’s president” Michelle Obama to to experience life from a different perspective, such as a mother, a niece, or a carefree child, highlighting values of wisdom, simplicity, leadership, and human-centered ideals.

Keynote speeches and discussions

Cynthia Kipsang of GIZ Kenya outlined the organization’s efforts to advance e-mobility through a structured framework emphasizing skills development, BRT integration, pilot applications, and strategic planning.

She highlighted capacity-building initiatives, particularly in partnership with the Flone Initiative Trust, which have notably increased women’s participation in the sector.

Cynthia also discussed ongoing work to develop a strategic plan for the e-mobility foundation and actively invited ideas and proposals from stakeholders to strengthen and expand the e-mobility network.

Lucy from the Flone Initiative presented the vision for strengthening the Women in E-Mobility Network, aiming to address gaps, build capacity, and promote women’s inclusion across the sector.

Key gaps identified include limited technical skills and training, underrepresentation in decision-making, restricted access to finance, and workplace policies that do not cater to women’s needs.

The network’s strategic pillars Research & Policy Advocacy, Skills, Mentorship & Coaching, and Access to Resources focus on influencing gender-responsive policies, providing training and leadership support, and enabling access to financing and opportunities. Under the core theme “Connect – Lead – Learn,” the network fosters networking, leadership pathways, and collaboration across urban and rural contexts.

Since 2024, activities have included participation in African E-Mobility Week, webinars, mentorship programs, needs assessments, and technical working groups, with 2025 plans emphasizing physical networking and co-creation workshops.

Evans Sumba - Program officer Flone Initiative highlighted the workshop’s objectives: engaging stakeholders, conducting participatory SWOT analysis, and informing the Women in E-Mobility Network Strategic Plan (2026–2031), with expected outcomes including a consolidated SWOT matrix, strategic plan contributions, and defined focus areas for the network’s growth.

SWOT Analysis

Strengths & Strategic Implications

- Strong partnerships with government, development partners, private sector, and transport users.
- Established professional network through Technical Working Groups (TWGs) and memberships.
- Draft e-mobility policy incorporating Gender Equality and Social Inclusion (GESI).
- Grassroots-oriented approach, exemplified by initiatives in Makueni County.
- Mentorship programs supporting up to 50 technocrats.
- Safe and inclusive learning spaces for women.
- Active investor engagement and existing women representation in the sector.
- Strong credibility and stakeholder goodwill.

Strategic Implications:

- Safeguard network reputation and build alliances.
- Leverage expert networks for advocacy and influence national/regional policy with a GESI perspective.
- Amplify inclusion, community impact, and innovation.
- Serve as a partnership and resource hub to sustain sector growth.

Weaknesses & Mitigation Strategies

- Poor policy implementation and male-biased sector regulations.
- Persistent gender stereotypes limiting women to non-technical or symbolic roles.
- Societal biases favoring men in technical positions.
- Financial models inherently disadvantaging women.

Mitigation & Advocacy:

- Increase women's representation in decision-making and technical roles.
- Develop inclusivity assessment tools for institutions and workplaces.
- Advocate for ratification of ILO Convention 190 to address workplace violence and harassment.
- Promote gender-sensitive training, policies, and collaborative spaces.
- Improve women's access to finance and strengthen skills and leadership pathways.
- Ensure full inclusion of women across the e-mobility value chain from design to deployment.

Opportunities

- Collaboration, partnerships, and allyship across the sector to advance gender equity.
- Education on bias and Diversity, Equity, and Inclusion (DEI) principles.
- Amplifying women's voices and strengthening mentorship programs.
- Advocating for systemic reforms and psychologically safe workplaces.
- Engaging with institutions to drive policy alignment.
- Ratification of ILO Convention 190 provides a framework for safe, inclusive workplaces.
- Gender-responsive transport and climate policies offer additional funding streams.
- Sector expansion creates economic and leadership opportunities for women in technical, operational, and customer-facing roles.
- Knowledge sharing, training programs, and government engagement enhance meaningful participation

Key C190 Opportunity

- ILO Convention 190 provides a global framework to eliminate workplace violence and harassment.
- Ratification strengthens protections for women in both formal and informal sectors.
- Implementation in e-mobility enhances safety, dignity, and equal participation for women.

Threats & Mitigation

- Poorly implemented or male-biased sector policies.
- Persistent safety and harassment concerns.
- Limited access to technical skills and capacity-building opportunities.
- Restrictive societal perceptions and gender norms.
- Funding models that disadvantage women.

Mitigation Strategies:

- Promote women's inclusion in technical, operational, and decision-making roles.
- Develop gender mainstreaming tools and indicators.
- Conduct awareness campaigns and advocate for policy reforms, including ILO C190 ratification.
- Strengthen allyship and collaborative approaches to challenge stereotypes and create safe spaces.
- Partner with financial institutions to improve access to credit and inclusive financing.
- Implement capacity-building programs to enhance technical, leadership, and self-advocacy skills.
- Ensure women's participation throughout decision-making to influence policies, investments, and innovations in e-mobility.



PESTEL Analysis

Political, Economic, Social, Technological, Environmental, and Legal (PESTEL)

Summary: E-Mobility in Kenya

Political landscape

- Growing goodwill for e-mobility, particularly around the Draft E-Mobility Policy.
- Private-sector actors with political ties influence decisions, limiting evidence-based solutions and gender inclusion.
- Male-dominated ownership reduces women's influence in decision-making and entrepreneurship.
- Opportunities: Advocate for women's participation in leadership, technical, and policy roles.
- Donor funding is available but fragmented; coordinated financing is needed.
- Recent Central Bank directives increased borrowing costs, highlighting the need for targeted financial solutions for women.
- Misalignment between government priorities and private-sector innovation stresses the need for strategic alignment.
- **Strategic Actions:** Align with national policies, engage government/public forums, advocate for inclusive financing, improve donor coordination, clarify political bottlenecks, and set advocacy timelines.

Economic factors

- Positive drivers: Improved access to financing (especially for women-led initiatives), lower operating costs for EVs, tax incentives, growing consumer/business demand, job creation, and skills development.
- Challenges: High EVCI setup costs, unstable power supply, high barriers to entry, expensive batteries.
- Strategies: Diversify green energy sources (solar, hybrid) to enhance sector resilience and reduce grid reliance.

Social factors

- Opportunities: Youth engagement in assembly, maintenance, digital services, and green-tech entrepreneurship.
- Women's inclusion improves gender-responsive vehicle design, transport planning, and service delivery.
- Health benefits from reduced emissions, especially for women in caregiving roles.

- Challenges: Persistent gender discrimination, low female representation in technical/leadership roles, safety concerns, ethical gaps in stakeholder relationships.
- Solutions: Strengthen digital inclusion via literacy programs, mobile access, gender-responsive tech design, GPS tracking, ICT infrastructure, and communication platforms.

Technological factors

- Digital Inclusion: Strengthen women's digital literacy and mobile technology access to enable participation in e-mobility roles.
- Gender-Responsive Technology Design: Develop vehicles, tools, and platforms that accommodate diverse user needs, including women and Persons with disabilities.
- GPS & Tracking Systems: Integrate GPS tracking for fleet management, safety monitoring, and operational efficiency.
- ICT Infrastructure: Ensure accessible ICT platforms for communication, payments, and service coordination across e-mobility networks.
- Digital Communication Platforms: Promote connectivity, information sharing, and empowerment through apps, social media, and online training.
- Data Security & Governance: Implement robust frameworks to protect user information and support evidence-based planning.
- Technology for Safety: Utilize digital monitoring systems such as CCTV, route tracking, and mobile alerts to enhance commuter safety.
- Integration with Operations: Leverage digital tools for fleet management, ride allocation, maintenance scheduling, and customer service.
- Bridging the Digital Gender Divide: Ensure women and marginalized groups have equitable access to digital technologies in the e-mobility sector.
- Support for Green Technology Adoption: Incorporate solar, hybrid, and renewable energy technologies to improve EV reliability and resilience.

Environmental factors

- E-mobility reduces carbon emissions and accesses climate-focused funding.
- Climate adaptation gaps require resilient transport infrastructure and networks.
- Women in leadership roles drive inclusive, climate-resilient initiatives.
- Environmental degradation along transport corridors increases costs, necessitating:
 - Recycling frameworks
 - Improved waste management services
 - Partnerships for environmental compensation and management models

Legal factors

- Governance/regulatory frameworks need clarity to ensure efficiency, inclusivity, and compliance.
 - Partnerships guided by MOUs prevent corruption; counties should develop local regulatory frameworks.
 - Data governance measures must protect user information.
- Relevant laws/conventions, e.g., ILO 190, should be ratified and publicized.

- Service Charter: Define operational standards, rights, responsibilities.
- Environmental/safety regulations must cover EV waste management, zoning, pollution control, and gender-inclusive planning.
- Legal clarification needed for E-mobility network structures and economic considerations for women drivers' comfort categories.

Workshop & Strategic Recommendations

- Advance a Socially Just Public Transport (SJPT) system.
- Actions: Clarify stakeholder roles, identify priority activities, develop implementation roadmap with M&E mechanisms.
- Validation with stakeholders to ensure feasibility; disseminate widely.
- Early-2026 Co-Creation Workshop for stakeholder input.



Site Visits

E-Bee(The Hive)

- Fleet: Electric bikes (90–80 km range, 1000 Wh batteries), pedal-assist optional.
- Operations: Independent riders, delivery contracts, shift rotations, safety protocols (helmets, jackets, masks, reflectors).
- Training & Community: Free classes, community clubs, “happy hour” rides, accommodations for Persons with disabilities.
- Recommendations: Expand chargers, police support, digital battery tracking, branch expansion outside Nairobi.



Basigo

- Fleet: Electric buses (24–36 seaters, 14–15 seaters for special routes).
- Operations: Locally assembled, night charging, “Pay As You Drive” SACCO partnerships, low operating costs, insurance via third parties.
- Technology & Safety: Ergonomic improvements, wheelchair-accessible buses planned, digital tracking of batteries/routes, operations app in progress.
- Training & Capacity Building: Staff certified, inclusion initiatives for disabled passengers and women riders, safety awareness campaigns.
- Challenges: Infrastructure gaps (charging, depots), energy reliability, policy gaps (standing passengers, accessibility, battery disposal).
- Opportunities: Scale long-distance routes, expand inclusive designs, implement digital monitoring, leverage SACCO/government collaborations.



Flone Initiative

Police SACCO Plaza | 4th Floor | Ngara Road | Ngara, Nairobi

Phone: +254 768 052 577

Email: communications@floneinitiative.org

